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TEAMSTERS RANK AND FILE

CONVOY DISPATCH

March 1988
#77

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Job Security, Justice & End to Two-Tier

Negotiations Down to Key Issues

As we go to press there is a one-week break in negotiations, and reports from Phoenix are: "little progress" in the bargaining for the new National Master Freight Agreement. Supplemental negotiators report a stonewall by employers, which makes it almost certain that important issues in the regional supplements will be referred to the national negotiations.

It appears that union negotiators have reached an understanding on the monetary package, and are willing to accept less than was in the last contract. The benefit plans will likely get 20 cents a year, and the wage increase will be in the range of 30 cents a year, in the employers' current offer. Internal financial documents from the carriers reveal they already budgeted for this range before negotiating. This leaves open the issue of the cost-of-living clause, frozen in the last contract.

But Teamsters care about much more than wages, and the most important issues are unresolved, including elimination of the two-tier concessions made in 1985 (70% wages, cut-rate casuals, etc.), and protection of jobs. In 1985 Presser and freight director Jack Yager claimed that the two concessions would provide that job protection. But after seeing the results no Teamsters believe it anymore. The pressure is on to eliminate the concessions and win real job protection by eliminating double-breasting and the use of brokers to divert jobs, and ending the abuse of casuals. Preferential hiring is needed for those displaced in closures and bankruptcies.

Time to Say No to Concessions

In just one month TDU organizers have visited over 50 areas nationwide and met with thousands of freight Teamsters to build unity and solidarity behind these goals, and to point out the need to maintain and expand the master contract. The mood is growing that it is time to say "No" to concessions, and to phoney tricks, like the deliberate withholding of the planned pension increases until April (see article, this page), which are designed to sell a bad package.

When Presser served up the employers' first offer to UPS Teamsters, a majority said "No." The one he'd served up to carhaulers before that received an 81% "No." Now it's time for 200,000 freight Teamsters to show the same solidarity and determination, if we have to.

Solid union demands are on the table at this time. Not only to protect jobs and eliminate the two tier, but also to drastically improve the unfair and dangerous drug-testing clause, and improve working conditions. The key is to show the employers that freight Teamsters are willing to reject and defeat any agreement that fails to measure up. That we are willing to stand together, city, road, dock, office and shop, large carriers and small, from coast to coast.

It's time to combat employer propaganda and scare-rumors with facts, intelligence and solidarity. If you want to join the thousands of freight Teamsters who are working to save our contract, see page 4.

TDU Chapters on the Move

TDU organizers are spreading the word from coast to coast on the freight and carhaul negotiations, and helping UPSers and other Teamsters in their organizing efforts. Above, Doug Mims, Rick Smith and Joe Day address a TDU meeting in Atlanta. See pages 6 and 7 for stories.

Will Freight Members Be Fooled?

Pension Increase Settled Last Year

As negotiations proceed for the master freight contract, members want to know what the pension increase will be. After all, it came in "first place" on the IBT membership survey. And pension benefits in the big Central States Southeast and Southwest Areas Fund are lagging far behind where they should be.

It is vital that members be informed about the *facts* concerning the pension benefits and the NMFA, nationally and especially in the Central States Fund.

1. Your pension benefits (amount of pension, and other rules) are set by the union and employer trustees of the pension plan, and *not* by the contract.

2. The contract sets only the employer contribution into the fund, the amount of money your employer will pay (by the hour, day, week or month) into the fund on your behalf.

3. The increase in the employer contribution for the NMFA is *already known.* It will be 20 cents per hour (or $1.60 per day or $8 per week) to be split between the H&W and Pension Funds. This is because the United Parcel Service contract covering 117,000 Teamsters signed six months ago provided a new top level of contribution in the Central States Fund, and other major funds as well. That level is $73 per week in Central States Pension.

4. Why haven't the Central States Fund trustees announced the new benefit levels after six months? After all, UPS Teamsters are paying more in but getting the same Central States benefits as freight! Answer? Because top officials for the union and employers want to wait until April, to pull a snow job on the members in selling a contract. "Look at these new benefits you will get if you vote yes!" But they already know exactly what those benefits will be and are holding back announcing the new schedule! Like parents who already bought the Christmas bicycle but tell the child, "If you're good, we'll get you a bicycle!"

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Teamsters for a Democratic Union
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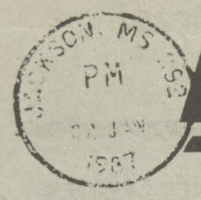

From the Members

Separate Contracts Divide Workers

It was great to read how brother Vince Meredith has fought for the people under his stewardship and how a TDU stronghold has grown in Louisville, Ky.

I do feel that separate contracts (full-time vs. part-time) would only further divide the workers and play right into the hands of UPS. Being masters at not only on-the-job harassment but also the foot-in-the-door approach, UPS would be looking for separate contracts for feeder drivers, package car drivers, etc.—anything to weaken us as a group.

Last year the Louisville area UPSers, with over 3,000 part-time workers, voted against the contract by a better than 3 to 1 margin, easily beating the two-thirds rule. It was obviously due to the fact that Vince, and everyone, has worked hard to get out the information and create a TDU stronghold. You can't count on luck to get the job done.

Tom Toegemann
Local 251, Providence, R.I.
United Parcel Service

Racial Unity, Union Strength

As Teamsters we need to be aware that management uses racism as a tool to divide us and some members fall right into the trap.

I'm a Chicano city driver. As in most Southwest cities, we make up the majority of the population and the vast majority of the city driver workforce. The seven states of the Southwest have been our homeland for centuries, yet we are still labeled "illegal immigrants" or "wetbacks." This is our native land and we did not cross oceans to get here. We love and respect our Spanish language, and our culture and traditions are second to none. We have to deal daily with racist stereotypes in the schools, workplaces and media.

Many of us choose to be city drivers or dock workers because we are family oriented. Some white drivers, particularly road drivers, are ignorant about respecting other nationalities or cultures. They may not realize it but they are playing into the bosses' hands and weakening the union.

Sometimes an experienced Chicano driver applicant will be passed over for a white applicant with little experience, because a white man is doing the hiring. The union should not tolerate this.

TDU should confront the racist practices of many companies, and educate rank and file members. In terms of Teamster leadership and corruption, we will have the strength to deal with it if we can unify the rank and file.

We don't want to be patronized and we don't expect special treatment. All we ask for is respect, and you will gain our support. I am looking forward to the struggle ahead.

Marvin Garcia
Local 492, Albuquerque, N.M.
Northwest Transport

A Challenge to Arizona Teamsters

In early February I was in Phoenix, Ariz., and had the opportunity, along with carhauler Luis Ortiz, to discuss the freight and carhaul contracts with former Yellow Freight safety man and current secretary-treasurer Robert Perrine of Local 104.

Perrine informed us that we should be all right as long as we don't do anything too radical. When I asked him what he meant by that, he proceeded to expound programmed rhetoric about the employers' economic hardships and competitive equity. For a brief moment I thought I was talking with a member of TMI (employers') negotiating committee, instead of a member of our union negotiating committee for the Western Conference!

We informed brother Perrine that the rank and file is neither stupid nor blind to what is happening. We are beginning to prepare, from coast to coast, for the contract, including a strike if necessary to obtain the best possible contract. Perrine's response was that the Teamster rank and file are too scared to strike. They are afraid of losing their jobs and lack the backbone to stand up, he said.

I don't know whether he was trying to convince us or if he was issuing a challenge to the Teamster membership. I would like to think he is trying to challenge the membership. And I would like to encourage the membership of Local 104 to show brother Perrine that we do have backbone.

The time has come for rank and file members to show the Teamster leadership that we are not ignorant. Manipulating smooth talk just won't work on us as it has in the past.

Scott Askey
Local 63, Barstow, Calif.
Steward, Yellow Freight

Martin Luther King Holiday Needed in 1988 Contracts

Dr. Martin Luther King Jr.'s birthday is a national holiday now, and we can be proud that our Teamsters Union and the rest of the labor movement supported this law enthusiastically. But the job is only half done.

The national law does not require private employers to recognize this day and provide a paid holiday in honor of the great leader. That job rests with our union and our employers. We have the perfect opportunity to join the growing millions of American workers who have this holiday recognized in labor contracts by negotiating for it in our master freight and carhaul agreements. Let's take it.

We say to our top union officials: It's time to ask the employers if they really believe in what America is all about—equality and justice for all, the ideals that Dr. King lived and died for. Or do they only believe in their profit margins. This is one contract demand that is bigger than bargaining. It's about a dream that no longer should be deferred.

TDU Steering Committee

Co-Chairs:
Pete Camarata, #299
Joe Day, #170
Diana Kilmury, #213
Michael Savwoir, #41

Organizer:
Ken Paff, #407

Trustees:
Sarah Bequette, (#600)
Mike Friedman, #407
Tom Pizzuto, #863

Members:
John Braxton, #623
Dan Campbell, #486
Sam Fenn, #63
Doak Jones, #70
Doug Mims, #728
Michael Ruscigno, #138
Gail Sullivan, #278

Alternates:
Don Landis, #773
Scott Askey, #63
J. Anthony Smith, #639

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Western-area Organizer: Doug Allan, P.O. Box 7445, La Verne, CA 91750 (714) 593-9791.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1987 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

Some Carriers Resist, Some Officials Confused

Road Casuals Refuse to Be Denied

Employers faced with the obligation to pay millions of dollars in back pay to Eastern and Southern conference casuals who were illegally paid reduced mileage wages have devised some creative excuses to delay paying up under the legal settlement that binds them.

American/Smith's recently started telling people it was all a mistake, and they refused to pay anymore Teamsters back pay to April 1985. St. Johnsbury has also taken the law into its own hands by refusing to pay back to April 1985, paying only to August 1986.

Eastern Conference rep Chuck Piscitello, apparently through ignorance, is aiding the employers. He has told locals that there is no agreement covering the Eastern Conference that requires payment all the way back to April 1985 for locals who filed grievances. As reported previously in *Convoy Dispatch*, the legal settlement provides that all drivers get paid back to Aug. 22, 1986, and that where grievances were filed drivers get paid "for the date provided for in the grievance to the present."

Richard Maxfield of Vermont Local 597, one of the original TDU plaintiffs in the matter, reports continued frustration in trying to collect the remainder owed to him ($6,000) and others in his local. His BA, Ronald Rabideau, has put in many hours working to get the drivers paid but apparently gets no cooperation from the Eastern Conference.

Teamsters throughout the East and South still owed money should contact TDU's Washington office for advice. And all freight Teamsters should protect this victory by rejecting any NMFA that fails to eliminate the tiered wage and cut-rate casuals.

Legal Briefs

Senate to Vote on Double-Breasting.

A bill passed by the House that prohibits union and non-union operations by the same company in the construction industry is now ready for a full Senate vote. Atlthough the bill prohibits double-breasting by construction companies, the trucking industry is lobbying against it because it fears the legislation may be expanded to other industries, including trucking, in the future.

Deregulation Finale.

The Trucking Productivity Improvement Act would eliminate the last vestiges of government regulation in the trucking industry. It completely removes motor carriers from ICC jurisdiction and prohibits states from enacting economic regulation of the trucking industry as well. President Reagan strongly supports passage of this bill, as he stated in his State of the Union address. TDU has been asked to submit its views on the proposed legislation. We will detail our opposition.

Anti-Lock Brakes, On-Board Monitoring Devices Debated.

A proposed Senate bill would require rulemaking by the DOT to ensure that all commercial vehicles be equipped with anti-lock brakes. Although required for a short time in the 1970s, the safety statistics on anti-lock brakes proved to be inconclusive, and the law mandating their use was repealed. Now, because of the improved technology of the brakes and their success in preventing accidents in Europe, the push is back on in this country to get them reinstalled on all trucks.

The same bill includes a provision requiring the DOT to promulgate rules mandating the use of on-board monitoring devices (tachographs) in commercial vehicles. (The DOT has already proposed a rule allowing voluntary use of such devices.) Proponents claim the requirement is necessary in order to eliminate widespread logbook falsification by drivers. Opponents worry that the tachographs may be used to harass drivers.

Court Says 'No' to Mandatory Drug Testing.

In a victory for 200,000 railway workers and their unions, a federal appeals court ruled invalid a mandatory drug and alcohol testing program, which required all members of a train crew to be tested after an accident.

The 9th U.S. Circuit Court of Appeals voted to overturn the testing program initiated by the government in March 1986. The judges ruled the testing violated constitutional protections against unreasonable searches and for the privacy of the railway workers.

To be able to test now, the railroad corporations must have "particularized suspicion" of an employee before testing. Judge Thomas Tang wrote in his decision, "Accidents, incidents or rule violations, by themselves, do not create reasonable grounds for suspecting that tests will demonstrate alcohol or drug impairment in any one railroad employee, much less an entire crew."

The railway unions' victory is sure to have an impact on drug-testing legislation now in a House-Senate conference committee, which calls for mandatory, random, post-accident and "reasonable suspicion" testing of truck and bus drivers.

One Capitol Hill source told TDU that most members of Congress have "lost interest" in drug testing and the bill will probably die quietly.

Court Upholds Right Of Airline Negotiators

Federal judge Joseph McLaughlin Feb. 16 ordered the IBT Airline Division to reinstate elected members of the Northwest Airlines bargaining committee. Four committee members had been kicked off by the union because they refused to go out and order the former Republic Airlines flight attendants to pay dues before the contract. The IBT had promised the Republic attendants, in writing, that no dues would be collected prior to the ratification of a contract that covers them.

The significance of the legal victory, according to TDU attorney Barbara Harvey who represents the plaintiffs, is that elected bargaining committee members do have rights and are not just puppets of the top leadership.

Hopefully, the victory will aid in solidarity among the 6,500 flight attendants, who are bargaining in the face of a possible strike situation. The Republic flight attendants became Teamsters last year after Republic merged into Northwest, which was Teamster-organized. Union busting has become a corporate pastime in the airline industry and all Teamsters should support the flight attendants if a strike develops.

Jifflox Production Halts

UPS Dollies Pose Same Hazards

One reason given by the National Highway Traffic Safety Administration (NHTSA) for dragging its feet on the TDU-initiated recall of Jifflox dollies is that other kinds of dollies apparently pose similar safety hazards.

TDU has learned that one of these is the Silver Eagle dolly used at United Parcel Service. Vincent Gallagher, president of Occupational Safety and Health Consultation Group in Stratford, N.J., contacted *Convoy Dispatch* with information regarding back injuries sustained by workers using the Silver Eagle.

Gallagher sent a letter to NHTSA in early February stating that "it is very unsafe for one person to try to handle this very heavy piece of equipment. With even a slight incline, it is easy for the dolly to get out of control."

Sound familiar? It should to anyone who has ever handled a Jifflox. Under the pressure of TDU's campaign and lawsuit, TODCO, the manufacturer of Jifflox, has, at least temporarily, halted production. Please continue to contact the TDU Washington office if you or someone you know has been injured by a Jifflox or a Silver Eagle dolly.

Free Speech for Local Officers

TDU is working to extend legal protections for elected local union officers so they may voice their opinions freely, without fear of discipline. Opinions on contracts, other officers, the operation of the local union or International should be freely expressed.

If you know of any local officer, current or past, who has been brought up on charges or removed from office because of his/her dissent or free speech activity, please contact the TDU Washington office. It may be helpful in legal action that could go before the U.S. Supreme Court.

Resources Available from TDU

1. TDU STEWARDS MANUAL. An extensive guide written for Teamster stewards and activists. Price: $4 each; $3 each for 5 or more.

2 .LEGAL RIGHTS HANDBOOK. A comprehensive book written by labor attorney Ellis Boal that tells you all you need to know about your rights on the job and in the union. Price: $8 each; $5 each for orders of 5 or more.

3. GETTING THE MOST FROM THE GRIEVANCE PROCEDURE. A short and to the point explanation of the grievance procedure. Price: $1.

Please send me_____

Enclosed is $_____

Mastercard/Visa #_____ Exp. date_____/_____

Signature_____

Name_____ Local_____

Address_____

City_____ State_____ Zip_____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

Freight Lines

CF—A Company with a Heart.

CF driver supervisor Thomas Kenny in Richfield, Ohio, must be a man of compassion. In a letter to drivers Kenny wrote, "To avoid any misunderstandings and unnecessary investigation the following procedure for paid funeral leave will be instituted. The driver must: fill out a 'Certificate of Attendance at a Funeral Service' form and have it signed by someone representing the funeral home, or bring a signed form from the funeral home." Kenny goes on to say, "It is unfortunate that this policy has to be instituted, especially when you may be grieving for a loved one."

Richfield drivers have reported that there is no truth to the rumor that the company is planning to establish a policy of bringing in the ear of the deceased to prove they have indeed passed away.

CF Drivers Collect on Rail, Broker Grievances.

More locals are successfully going after carriers that run brokers and piggy-back trailers while drivers baby-sit the phone or sit in motels. Consolidated Freightways is a prime violator and target.

Kansas City CF drivers report that recent grievances won on the railing of trailers are running well into five figures. Congratulations to the drivers, stewards and BA in Local 41 for the good work. CF has also paid grievances for brokers to various terminals on I-80, with the notable exception of Cheyenne. Cheyenne drivers report a lack of action by their local on the matter.

There is still widespread confusion over how to approach the issue, what will be paid and how much. For example, Fremont, Ind., Local 414 drivers get paid only six hours for a violation. This glaring problem needs to be cleared up.

The best answer is for strict limitations on railing in the new contract and outlawing the use of brokers, due to the consistent abuse of the past three years. That coupled with vigilant enforcement by local unions will add thousands of badly needed Teamster jobs nationwide.

Transcon Concessions—No Way.

Transcon CEO Joe Hall has been taking the Transcon propaganda machine on the road, holding meetings to sell Teamsters a 20% wage cut in the next agreement. The practice is illegal and one on which Local 135 president John Neal of Indianapolis had the guts to take the right kind of action.

In a Feb. 19 letter to Mr. Hall, brother Neal wrote, "It has come to my attention that you were in Indianapolis during the week of February 15th and you had meetings with bargaining unit employees concerning contractual issues...This is to advise you that any further meetings concerning contractual issues are to be handled through my office prior to any meeting with the bargaining unit employees. Furthermore, if the above outlined is not followed this local union will file the appropriate charges with the NLRB."

More local unions should have done the same. Meanwhile, IBT freight director Jack Yager circulated a letter informing Transcon members that no such cuts will be allowed despite the corporation's threat to close.

The TDU office continues to receive inquiries: Yes, Transcon, PIE, and ANR Teamsters will vote in the national contract balloting. And TDU exists to protect our rights and our contract.

Union Wins Election at Overnite in N.J..

More than 70% of the Overnite employees at the company's Carteret, N.J., terminal voted to join the union in an organizing election held in December. The company now must recognize the union at this facility.

Sporadic attempts have been made at organizing Overnite, the largest non-union carrier. Five locals organized terminals in recent years. The timing may be right to orchestrate a massive organizing campaign. The recent acquisition of Overnite by Union Pacific, a heavily unionized rail carrier, the IBT's reaffiliation with the AFL-CIO and a coordinated, joint union effort could yield results. IBT freight director Jack Yager remarked that Union Pacific's acquisition of Overnite "would make my job easier if I was going after Overnite." The question is not *if,* but when. Instead of crying about non-union competition, let's do something about it. One thing to do is to fight for a contract that ends two-tier wages, inequality in pay, and provides for better working conditions than those enjoyed at Overnite. Then we can show the unorganized what a real union job is.

Can A Contract Be Rejected?

Definitely, yes! You will get a vote, and it will be counted. Presser has signed five national contracts since coming to power. Three have been rejected by a majority, and two by over 80%. In 1983 freight Teamsters rejected his relief rider by 88%! TDU has filed five major lawsuits to safeguard and expand our contract voting rights and won three! One is still in court at this time (over the 1987 UPS contract vote).

New York Area Wants Autonomy

Right to Vote on NMFA Supplements

Bargaining for the master freight contract is going on in Phoenix this month. But bargaining also is proceeding on the 31 area and craft supplements to that contract. Or should we say, not proceeding?

In virtually every case we've gotten reports from, it's the same story: "The employers will not bargain over the supplemental language." Many local officers involved in the bargaining have openly reported their frustration to the rank and file.

Officers in New York and New Jersey area locals, covered by the N.Y.-N.J. Supplement, have complained bitterly about control at the top over bargaining. Which is exactly how it has been for years, so they are just now smelling that stale coffee brewed long ago.

The answer is to give us the *right to vote separately on supplemental agreements,* so that we would have the power to reject a supplement and if necessary threaten a strike over our conditions covered in supplements. This is exactly the procedure used in some other national contracts, such as at the auto companies.

New York Officers' Phoney Baloney

The officials of Locals 707, 641, 701, 807 and others in the N.Y.-N.J. area, who are blowing smoke up the dress of anyone who will let them, are "forgetting" that they have never lifted a finger to win our right to local control over our contract, while preserving national bargaining power.

In May 1986, at the IBT Convention in Las Vegas, a motion was put on the floor to give us exactly this power:

"...There shall be a separate vote on each supplement or rider by those members covered...no supplement or rider may contain provisions which are inferior to those contained in the master agreement...all contracts shall be ratified after a majority vote of approval by the members." (Page 278, minutes.)

This motion was made by delegate John Cetinske, of Local 63, a TDU member. It got no support from the New York area officials who are now whining, and was defeated by Presser and company, who the New York officials promptly voted for!

What We Can Do Now

We will not have that control and bargaining power in our supplements this time around. We must wait until the next Teamster Convention, and have more delegates there, like John Cetinske, with the guts and intelligence to deal with the problem. We must unite nationally in solidarity, to support each other in getting the best contract. We have to be prepared to vote "No" on a first offer if it's a weak one, and unite for a strong national contract. Teamsters from New York to California are doing just that, right now.

To the New York officers now sounding off, we say this: Next month if Presser and Yager put forward a weak contract, will you join us in campaigning against it and for a better one?

Freight Contract Countdown

Contract negotiations resume the second week of March and move to Washington, D.C., in late March, where the union is expected to finalize the offer it will present to the members for ratification.

The time is now to act for a good contract. The rank and file can make a difference, just as we did in 1983 when we rejected Presser's relief rider by a vote of 88% "No." Just as carhaulers rejected their contract (and stopped the 70% clause!) with an 81% "No" vote.

But we have to be organized and active. We can't make excuses like, "it doesn't make any difference what we do." TDU has studied how each local union voted on the last IBT national contract, and it proves that where members got active, distributed TDU bulletins widely, and spoke up at the contract meeting and in the barns, it was defeated in those locals by up to 90%!

How We Can Get a Better Contract

1. Spread the word on the job, on the road, and in your local. Call or write today to get a packet of TDU Contract Bulletins to distribute. This is the only source of factual information Teamsters will have. Keep in touch with the TDU National Contract Information Center at (313) 842-2600. Be informed and inform others.

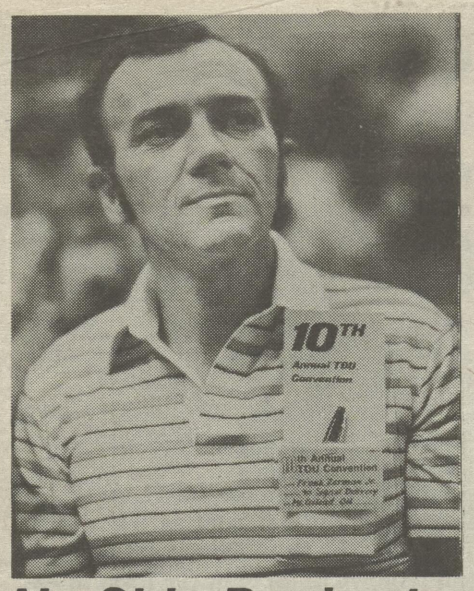
2. Combat the scare-rumors. The employers love to hear "we can't do a thing" or "Transcon will get a 20% cut." In fact, they would be happy to pay Teamsters to spread this stuff. Join the "Solidarity Society" of Teamsters who believe in unionism.

3. Is a TDU Contract Meeting coming up in your area? Spread the word and be there, ready to talk, listen and work for a better contract. Call the TDU office in Detroit about getting one set in your area.

4. Be at the March (and April) local union meetings. Especially build for the contract meeting at which the employers' offer is to be presented. Make it the biggest, and come prepared to distribute the latest TDU bulletin and to speak up.

5. Join TDU today and help recruit others. You are counting on TDU to get you the facts, to be in federal court to protect the vote, to publish any behind-the-scene deals. And we're counting on you, in fact we can't do a thing without concerned Teamsters like yourself.

You're Counting on Us—
We're Counting on You
Solidarity in Strength

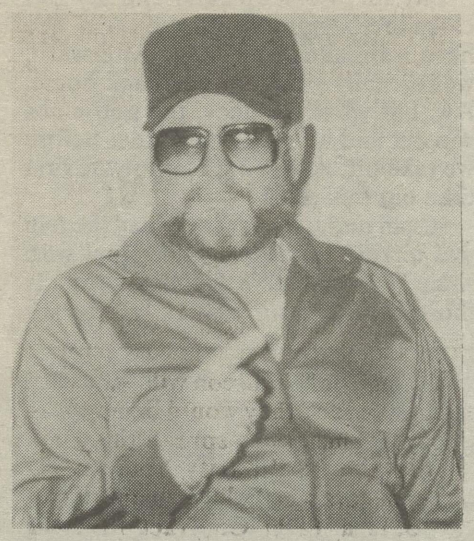


No Side Deals at Signal Delivery

Frank Zerman
Signal Delivery, Marion, Ohio
Trustee, Local 40

The union apparently hasn't even met with Signal yet on the contract, and we have received no information. Our president says he knows nothing. Some of our drivers demanded at the last union meeting to meet with Sam Stintsman, who is supposed to bargain for us.

Our bottom line is we want the freight contract with no side deals. And we want elimination of the substandard rates some of our drivers have. We circulated a petition systemwide to this effect in January, and drivers signed from various terminals. I think Signal drivers will vote down any contract that isn't master freight.



We Must Unite to Halt Concessions

Gene Wright
Line Haul Steward
Local 396, Los Angeles
DiSalvo Trucking

Freight Teamsters employed by California carriers like ours are completely in the dark. The union has not even told us what they intend to do. Regional carriers have in the past been used as a proving ground for phoney profit-sharing plans, givebacks, and disappearing cost-of-living allowances. Unless Teamsters like us are given the support to continue the fight, these concessions will find their way into the whole freight contract. It comes down to solidarity. What every member must understand is, whatever we allow to happen now, we and our children live with later.

Western Conference a Target

Freight Employers Aim to Destroy Conditions in Our Supplements

A review of the Trucking Management, Inc. (TMI) demands for regional supplements to the national freight contract shows just what their goals are in the bargaining. They want to tear down basic protections of seniority and working conditions. It will be crucial for us to look beyond the monetary part of the contract presented to us next month.

Members of the union negotiating committees for several supplements have confirmed to us that management is taking a hard line, turning away all offers to start compromising or seriously bargaining. Several members of the Central Conference bargaining committee have already made an appeal to the International for backing on the matter.

What this means is that *key concession demands that the employers want in the supplements will be deadlocked to the national bargaining table.* This should not surprise us, as over one year ago TDU obtained and published an internal TMI memorandum on bargaining, revealing this strategy of overriding the supplemental bargaining to the national level, where they expect to be able to get more concessions.

A look at the TMI demands for the Western Conference Supplements shows what we are talking about. Most of them would take away rights and protections we have had for 30 years. The employers like to call this "management flexibility."

Management Demands:
Western Conference Supplements

Local cartage—Delete all prohibition on combination drivers. Cut coffee breaks to 10 minutes. Eliminate 40-hour guarantee, unless you work three days in a week. Eliminate all limits on start times. Provide for "utility man" classification. Completely eliminate the Joint Council 7 (Northern California) Supplement, which has better conditions.

Over the Road—More pickup and delivery en route, with drivers required to work freight. Road drivers required to hostle equipment even if hostlers on duty. Delete all time-off language (company shall set rules). Short line, shuttle drivers to load, unload, drop and hook. No hourly pay or time and a half for shuttle. Employer may dispatch bid and extra board drivers through domiciles without regard to domiciled drivers at VIA points. May be dispatched through home domicile.

Garage—Eliminate start times. Reduce all classifications to two: serviceman and mechanic. Permit use of casuals.

Office—More part-time employees. Reduce bids to 80%. Delete payroll clerk A classification.

In addition, they propose across-the-board cuts for everyone regarding seniority rights, sick pay, holidays, and the establishment of a lower pay scale for holidays, sick days, vacations.

Of course the employers know they will not get this kind of "wish list" but it shows they want to extend the concessions on conditions they got in 1985. They want more casuals, more four-hour casuals, more "flexibility." And they want to eliminate virtually all protections for line haul drivers. Employer negotiators have stated they definitely intend to put all shuttle drivers on mileage pay, a big pay cut for many Teamsters, such as Roadway drivers in Adelanto, Calif. (The union has already announced it will give this concession to Roadway in April. We would like to know just what Local 63 officers are doing about this.)

We have to carefully inspect the supplements this time. You may be willing to accept a 30-cent yearly raise (itself a concession, down from 50 cents), but are you willing to give up your seniority and your rights to "management flexibility"? Solidarity of all Teamsters will be key, as some proposed concessions may vary from region to region. TDU will provide the information to all, but it will be up to the rank and file to make use of it.

Los Angeles Teamsters Say Two-Tier Must Go

Freight drivers' Local 208 of Los Angeles unanimously adopted this resolution Feb. 28, and further resolved to print it in the Southern California Teamster newspaper, and present it to the union negotiating committee. Every local should be following this example!

Whereas: *The present casual rate of pay and the new-hire rate of pay clause we have in our freight contract has caused dissension and disunity among the rank and file members. And,*

Whereas: *This same clause has made it almost impossible to organize the non-union freight companies. And,*

Whereas: *This clause in our contract is plain and simple, unfair and unjust.*

So Therefore Let it Be Resolved: *We the members of Local Union 208 are opposed to any contract that contains a casual or new-hire rate that is less than what a regular employee receives.*

Also Let It Be Resolved: *We are opposed to any type of tiered contract within the freight industry, including but not limited to line driver, local driver, dock workers, office workers and shop employees, and will help wherever possible to compaign against any such contract.*

Also Let It Be Resolved: *The Secretary-Treasurer of Local Union 208 shall have this resolution in its entirety printed in the Local 208 column of the Southern California Teamster paper.*

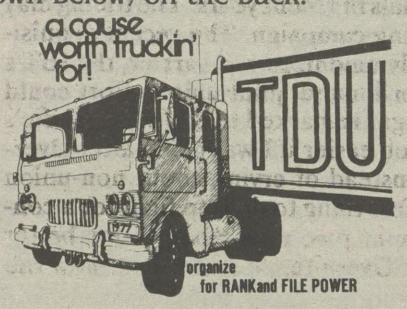
Southern California freight Teamsters are doing more. They have formed a Freight Contract Committee, with members from all freight locals in the area. Several thousand TDU Contract Bulletin #3 have been reproduced and distributed, in addition to 4,000 *Convoys* and 3,000 special bulletins on the Western Area Supplement. Committe members have also visited the breakbulk terminals to meet directly with members and build regional solidarity. The overwhelming response at these meetings is that members have pledged to vote "No" on any contract containing two-tier language or other concessions. People are starting to put money aside in case of a strike. L.A. Area Teamsters who want to get involved should call (714) 593-9791.

Keep Warm with TDU

TDU jackets are well-made and durable. Lined and warm, they display a Teamster patch and American flag on the front, and the TDU "keep on trucking" logo, shown below, on the back.

$22 each.

Sizes: XL, L, M, S. (Larger sizes available at slightly higher prices.)



I am enclosing $_____ for:

_____(no.) _____(size) jackets

Name_____ Local_____

Address_____

City_____ State_____ Zip_____

Company_____ Phone ( )_____

Return to: TDU, P.O. Box 10128, Detroit, MI 48210

On the Road: An Organizer's Journal

The heart of TDU has always been Teamsters talking to Teamsters. Throughout the years, TDU has developed a core of rank and file organizers, working Teamsters who give up some of their free time to travel and speak to other Teamsters in an effort to spread our movement. The following journal was compiled by Joe Day, TDU International Steering Committee member, on his recent organizing trip through the South. Joe is a Local 170 carhauler for Anchor Motor Freight, Framingham, Mass., and is on layoff.

With the majority "No" vote on the recent UPS contract, and TDU's freight and carhaul campaigns kicking into high gear, I couldn't skip the opportunity provided by my layoff to do some traveling for TDU. So with my wife, Ethel's, consent, the TDU staff and I prepared for a whirlwind tour of seven states, eight cities, 11 major meetings and five smaller meetings in homes. I also had a partner with me from our Eastern Mass./Rhode Island TDU Chapter. The following entries are impressions from the trip as it unfolded.

Day 1: Why did I agree to do this? I'm not a public speaker. I'll be gone for two weeks, I'm getting nervous and the train hasn't even gotten to New York City yet.

With the majority "No" vote on the recent UPS contract, and TDU's freight and carhaul campaigns kicking into high gear, I couldn't skip the opportunity ... to do some traveling for TDU

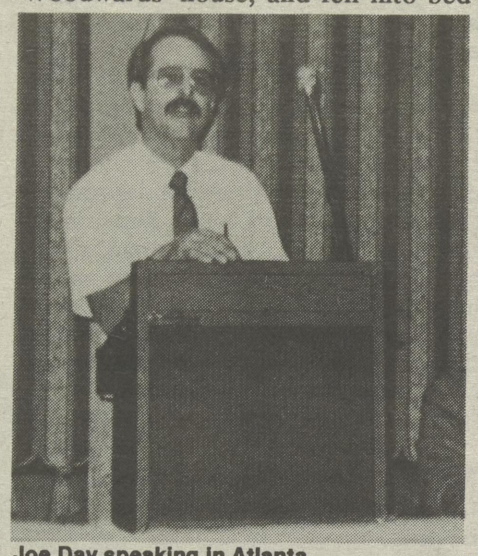
Day 2: Awake at 6:30 a.m. to head for the Newark airport. Thirty minutes into the flight and I'm really nervous now about the responsibility of being an "official representative" of TDU, so I study contracts, anticipate questions.

Upon arriving in Jacksonville, Fla., we rent a car (an economy model), which we'll put 3,000 miles on by the time we return it. We take right off to leaflet carhaul and freight barns before our evening meeting. I'm a little hesitant about going right into the barns, but one of our members advises us to just tell the boss, "We're from the union." It works!

Over 60 Teamsters attended the meeting, actively discussing the UPS lawsuit and NLRB settlement, and the freight and carhaul contracts. Carhaulers in Jacksonville recently stood their ground, voting 90-3 against running-mile sleeper teams.

Day 3: I couldn't believe when the lights came on at 4 a.m. It was already time to hit the streets, leafletting and visiting carhaulers at CCI before their dispatch, and freight barns and UPS before heading to Tampa, where we talked to men at the CCI and Motor Convoy barns. As always, the reception was good and people were impressed that we took the time to talk to them.

We had a delicious dinner prepared by Gay Woodward, then went to the meeting in St. Petersburg, which was attended by several Teamster crafts. We've got great people in Tampa. We discussed specific problems, such as the abuse of casuals (they're really using the four-hour casuals in Tampa), the NLRB settlement at UPS and our carhaul contract campaign. We continued the discussion back at the Woodwards' house, and fell into bed around 1 a.m. That's 21 hours straight. I'm tired, but feeling good.



Joe Day speaking in Atlanta.

Day 4: We left Tampa and headed east across the state to Cocoa. Another terrific reception was in store for us that evening. UPSers from Cocoa and Orlando filled the meeting room on a Friday night celebrating their solidarity and recent labor board wins that uphold their right to distribute literature and use their bulletin boards. Would you believe TDU has 100% membership at the Cocoa center? That should inspire and motivate TDUers across the country. I'd love to put some of our Cocoa members on the road to tell other UPSers how a unified workforce can achieve better conditions. Later, we visited Ron and Loretta Savary, two of our best recruiters and organizers in the South.

Day 5: Oh no! It's 7 a.m. already. We had another terrific breakfast and were almost persuaded by Ron to get out and do some fishing. We took off for another successful meeting in Jacksonville, then headed for Charlotte, N.C.

Day 6: Up at 7 a.m. again. Terrific gravy and biscuits by Mary Trammell started us off for the 9:30 meeting. Super people from as far away as Columbia, S.C., were ready, willing and able to show their solidarity to make this a better union. Our morning meeting was just getting over when people started to file in for the afternoon meeting. Turns out the brothers and sisters in Charlotte were generous, too, knowing we're a grassroots organization that depends on members' donations to continue our struggle. They collected over $300. Thanks!

Day 7: We slowed our pace on our way to Nashville. The drive through the mountains was breathtaking. Arriving at 4 p.m., we were greeted by George and Sharon Beam and their family. We ate another super home-cooked meal and that evening a group of carhaulers showed up to discuss a plan of action for the next day.

Day 8: Up at 6:30 a.m.and had to be at the hotel for a meeting at 8. It was a little tougher in Nashville where there are two locals—480 and 327—with two different types of situations. However, all had the commitment to listen to each other, offer suggestions and work together. Prospects for success look good in Nashville and brother carhaulers have asked me to return soon.

Late in the afternoon we met with a small group of carhaulers from Dallas. Later, we went to a local pub to grab a bite to eat and down a few drinks with the intention of not talking about anything related to TDU. But we just couldn't get over the fact that every Teamster we'd talked to that day who wasn't a TDU member, had become a TDU member that day!

Day 9: During the trip I learned a lot about the differences and similarities of the regions of this country. TDU has to do more to bring people together. North, South, East, West, we're all Teamsters united in the same cause. We'll be proposing to bring some Southern brothers and sisters to New England to our TDU Chapter.

Now we were bound for Jackson, Miss. The tiredness was evident in the car. It was real quiet and we had the opportunity to collect our thoughts.

Day 10: We hit Jackson and had a good meeting with some brothers from UPS and freight. TDU has done a good job of getting black and white workers together in the South. But the abuse of casuals is a problem that must be stopped in this contract. It's very bad in the South and while the union has addressed the problem in its proposals, we have to make them follow through on it. We set up a plan of action with the brothers at the meeting and then had to roll on to Atlanta.

Day 11: We arrived at Doug and Joyce Mims' house at 3:30 a.m. I guess it's no big deal for a road driver's wife. We were up again at 8 a.m., leafletting, making calls and plans—and reorienting ourselves. It was raining out, but we had work to do and headed out to talk to the membership wherever we could find them. We started to flyer cars in the parking lot at Complete Auto Transit in Doraville, and then found out most of the guys were laid off. I wonder whose cars we put the flyers on? Anyway, we did manage to talk to some good Teamsters in Atlanta before returning to the Mims'.

We met with some 500 Teamsters during the tour. If those brothers and sisters talk to ten others, we'll have reached 5,000 Teamsters. That's how TDU works. That's what rank and file organizing is all about.

The Mims' house is kind of an unofficial union hall. Lots of calls, lots of problems to be dealt with and lots of support. I want to say a word here about the wives of our members throughout the trip. They were great and in some cases, like Atlanta, play a key role in the life of their chapters. Thanks so much. We couldn't do it without your support and activity.

Day 12: After breakfast we headed for the Atlanta American Hotel, where we'll hold our 1988 TDU Convention, Oct. 21-23. We held a successful UPS meeting. I was surprised to hear that a year ago we didn't have any TDUers in the gigantic Atlanta and Pleasantdale hubs. Looks like we're doing great now, but it was no longer a big surprise to me after we went to hand out meeting flyers at Pleasantdale and were greeted by 10 security people. Wonder what they're afraid of?

TDUers who ran on the Teamsters for Democracy slate in the Local 728 elections reported on recent developments in their protests to the Department of Labor. We then returned to the Mims' for barbeque, more calls, and I was able to have some policy discussions with Doug, who also is a member of the TDU Steering Committee.

At 6 p.m. we were scheduled to have a meeting with a few brothers from Chattanooga. As it turned out, 24 people had driven the 100 miles to Atlanta to attend the meeting. They were impressed by the solidarity and hospitality shown to them by the folks in Atlanta. The turnout at the TDU general meeting was especially impressive. Those who weren't members before the meeting joined by the end of the meeting. Tired but feeling good, a large group of us went to a restauant for food, drinks, and a slew of new jokes and stories. To all the brothers and sisters in Atlanta, our best hopes are with you. The whole country's watching.

Day 13: Doug and Joyce Mims got a call to tell them they're going to be grandparents. I was taken in by Jim and Patty Cloward and had another great meal and conversation. It was nice to have one day of rest.

Day 14: It's 4 a.m. and we're at it again, stopping to talk to carhaulers in Lakewood, Ga., who were surprised anyone would get up to talk to them so early in the morning. Then we headed back to Jacksonville.

Day 15: We're up early and my golf clubs are begging me to use them. We have a breakfast meeting. Afterward, we're really ready to get back home. Aw, but what the heck, the golf clubs win out and we shoot nine holes before we take off. A 44's not bad for the first time out this year!

It's an understatement to say the trip was terrific (and tiring). We met with some 500 Teamsters during the tour. If those brothers and sisters talk to ten others, we'll have reached 5,000 Teamsters. That's how TDU works. That's what rank and file organizing is all about. Too bad the members rarely see a Teamster organizer out on the street leafletting, talking union, organizing. That's the spirit of unionism and that's how we build our TDU movement. The commitment and dedication of everyone I met was truly inspiring. To be cheerfully taken into a home in the middle of the night, to talk, share a laugh and some food, is a truly great moment to share in life. That's real brotherhood.

While some were putting us up, others were out doing the advance work that ensures successful meetings. Thanks to all of you. I know that with the kind of people we have in our movement, with all their courage, dedication and intelligence, we will have a strong, democratic union that will be as good as the sum of its members.

TDU Chapters on the Move

'It's Up to Us To Make a Difference This Time'

Teamsters Talking to Teamsters

While negotiations for the master freight and carhaul agreements proceed behind closed doors, TDU staff and rank and file organizers have been on the move, meeting with Teamsters from coast to coast. Meetings have been held in 50 cities with freight, carhaul, UPS, grocery and every other kind of Teamsters joining together to discuss contracts, legal actions, local union issues and the state of the International. Total attendance at these meetings exceeded 3,000 Teamsters, many of whom attended a TDU function for the first time and joined us in the movement to reform our union and further unify it through rank and file power. Organizers and chapter members provided the following highlights from some of the meetings.

Cheyenne/Denver

It was appropriate that the first stop during this busy month was Cheyenne, Wyo., where the first TDU meetings ever held there took place Jan. 27 and 28, drawing Teamsters, mostly line drivers, from Roadway, CF, Yellow, PIE, ABF and Transcon to talk about the upcoming master freight contract. Most joined if they were not already members, and many agreed to distribute TDU contract bulletins and spread the vital message of solidarity in the coming month. TDUers Roy Ray, Mike Molgard and J.B. McAllister came up from Denver to help out at the meeting, which was addressed by TDU national organizer Ken Paff. Cheyenne Teamsters are aiming to continue their efforts as TDU recruiters, and to establish a chapter in the coming months. Some are helping to spread the message to Salt Lake, where many Teamsters lay over.

Local 961 TDUer Mike Molgard, a line driver for Northwest Transport, says the next contract must make triples pay more fairly than the 2 cents a mile extra that teams split now. He also is concerned about "the long haul into the next century. As good union men and women we must think of ways to reverse a declining Teamster membership in freight. We have lost 200,000 members in freight since the first NMFA in 1964. Our leaders and the rank and file must be committed to organizing the unorganized. Such organizing would positively affect the entire Teamsters membership."

Eugene

TDU organizers broke more new ground on the next stop of the Western trip in Eugene, Ore. Some 50 members of Local 57 turned out on a Friday night to hear TDU national organizer Ken Paff and discuss forming a TDU chapter in the region. Portland Local 162 steward John Morud reported on his experience attending the TDU Convention last year. Special thanks are in order for brother John McConnell, who did most of the work to set up the first of many TDU events in Eugene. The next is slated for April.

Portland

Local 162 UPS stewards hosted a major organizing meeting in Portland, Ore., on Saturday night, Jan. 30. The over 100 in attendance included a number of UPS Teamsters, dozens of Teamsters from other crafts and locals, spouses and guests.

A huge banner and a warm reception welcomed Ken Paff, who reported on TDU's accomplishments and plans for the coming year. By the end of the evening most present were members, and all had a great time. For just $5 everyone enjoyed a delicious deli buffet and experienced a night of solidarity and fun.

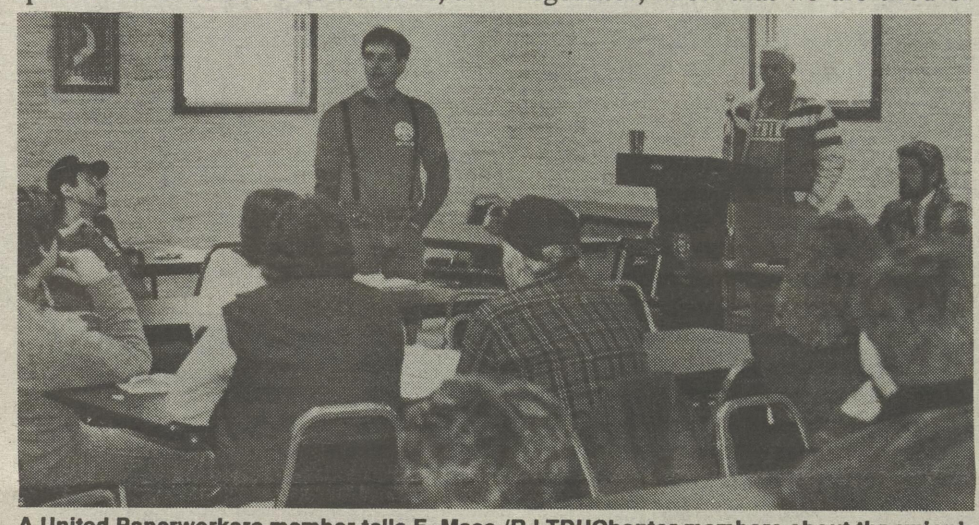
Over 100 Portland Teamsters and their spouses gathered for a TDU dinner, Jan. 30.

Especially welcome were Teamsters from other areas, including Eugene and Salem, Ore. Jack Mallaghan and Connie MacArthur of the Evergreen (Seattle) Chapter video taped the event and later drove Ken to Seattle for meetings the next day. Local 582 executive board member Clyde Ragland and his wife, Donna, were on hand all the way from Spokane, Wash., and TDU leader Diana Kilmury came down from Vancouver, B.C.

Especially unwelcome was an individual found in the parking lot writing down all license numbers. His sheets of paper were confiscated and he was invited to promptly leave, with his license number being noted and traced to file charges. The betting is running heavily toward UPS as the party who hired this clown.

The Portland area plans to send a large delegation this year to the TDU Convention in Atlanta, Oct. 21-23. A special thanks to the UPS stewards, a fine group of Teamsters, for organizing this event and for their ongoing commitment.

On the same dates, freight contract meetings were held by TDU in Denver as well, drawing members from Northwest, Roadway, Yellow, ANR, ABF, PIE and American Freight. At the Denver and Cheyenne meetings Teamsters decided to circulate a petition to present to the contract negotiators, and it has spread throughout the mountain states. Nearly $1,000 was received in memberships and donations. Thanks. In this contract period we need that support very much!



A United Paperworkers member tells E. Mass./R.I.TDUChapter members about the union's ongoing strike against International Paper.

Seattle

The Evergreen Chapter of TDU met Jan. 31 in Seattle, drawing over 50 Teamsters despite being on Super Bowl Sunday. The meeting was addressed by TDU national organizer Ken Paff, along with Diana Kilmury of Vancouver, B.C., and Jack Maloney, former Teamster International Organizer and a leader of the Minneapolis strikes of 1934 and the organizing of the freight industry in the Midwest. Chapter steering committee members reported on local issues.

Discussion centered on the legal rights of members, the current lawsuit over the UPS contract imposed by minority rule, the upcoming freight contract and building solidarity behind it, and the problems of Teamsters and other unionists employed by King County. The Evergreen Chapter has recently initiated a newsletter, edited by Bob Hasegawa of Local 174. Their next chapter meeting is April 23.

E. Mass./Rhode Island

Across the continent, the Eastern Mass./R.I TDU Chapter held it's fifth general meeting in Mansfield, Mass., Jan. 30. Law enforcement officials and a DOT representative gave presentations on truck safety, enforcement and national drivers licenses, while local TDUers gave updates on the freight and carhaul contracts.

Rick Clark, newly elected chapter co-chair, reviewed the Trucking Management, Inc. proposals for the master freight agreement, stressing that the new layoff clause, the new "competitive equity" language, and the remaining tiered wage rates are concessions that are unacceptable to the majority of Teamsters. He warned TDUers to beware of concessions in supplements that the trucking corporations would like to work into the national agreement, such as the four-hour casuals now in the Southern and Western conference supplements. Rick says, "We must let Mr. Yager, our chief negotiator, know that we are tired of concessions and are willing to strike, if necessary, to end them."

A showing of solidarity followed when a special collection was taken for two representatives of striking United Paperworkers, who had traveled over five hours from Jay, Maine, to attend the TDU meeting.

St. Louis

Back in the nation's heartland, a TDU-sponsored freight contract meeting Feb. 20 drew 50 members, half of them Local 600 stewards, along with several TDUers from other St. Louis area local unions. The sentiment was unanimous for the need to eliminate the tiered wages and diversion of jobs. Some present stated that in 1985, Local 600 members had voted heavily in favor of the contract containing these features, on the grounds that it would open up new jobs. All agreed this theory had been faulty. Understanding of the contract situation seems clear in St. Louis. Most present were proud of the efforts of their Local 600 officers to protect and improve the contract. Some stewards expressed pessimism at the expected contract offer, but TDU national organizer Ken Paff, on hand to report on the national picture, urged a determination to send negotiators back to the table if need be.

The meeting was opened by new chapter chairman Kent O'Neill, Local 610 steward for McDonnell Douglas drivers. OK Trucking steward and former chapter chairman Rich Miles is now the chapter organizer. The chapter is represented on the TDU Inter-

continued on page 8

On the Move, Organizing for Change in Our Union

continued from page 7

national Steering Committee by Sarah Bequette, the wife of PIE road steward Delmar Bequette. St. Louis members donated $233 on the spot to the national contract effort, and several new members joined TDU.

New Jersey

The New Jersey Chapter of TDU held a workshop on workers compensation benefits, led by attorney Craig Livingston, Feb. 21. Also discussed was the upcoming freight contract, with TDU International Steering Committee member and PIE driver Don Landis presenting ideas being used to support the union's proposals by the Eight Cities TDU Chapter in Eastern Pennsylvania. The petitions on the contract being circulated in Pennsylvania have now spread to New Jersey. A special thanks for the over $500 donated at the meeting to help fund the N.Y.-N.J. TDU office and the current contract campaign.

Don says, "Thousands of Teamsters throughout the Eight Cities area have signed the petition, including many BAs and officers. We are tired of funding the ruinous rate war that is tearing away at the stability of our industry, and we are frustrated by the impotence inherent in the present grievance procedure. It's up to us to make a difference this time!"

Another TDUer in the Eight Cities area, Tom O'Keefe, a Local 229 dock worker at CF, says, "We can support the union's initial proposals because they are our proposals, most of them conceived and arrived at by freight delegates at the October 1987 TDU Convention. The IBT and TMI must get the message that these proposals are not vague dreams, but sound union principles that must be included in the contract, or Teamsters will reject it."

Atlanta

This town has been hot with TDU activity and it's not about to cool off. The freight contract, UPS organizing and Local 728 election protests with the Department of Labor have been keeping the Atlanta TDU Chapter very busy since Christmas.

The chapter is involved in several very creative fund-raising projects to raise money for organizing and paying the costs associated with the election. The transcripts from the Georgia/Florida Conference hearings alone cost $1,000. One member donated 200 bales of hay for the chapter to sell, and a collection raised $600. One TDU brother, a farmer, donated homemade pork sausage for the chapter to sell. Interested TDUers should call Joyce Mims for more information.

Atlanta was a stop along the TDU Southern organizing trip. A morning meeting was held with UPSers who are planning a local UPS newsletter to inform the 3,000 UPSers in the area about what's going on. Later that day some 50 Teamsters attended a special meeting to learn about the freight negotiations and make some local plans for attaining a decent contract this time around. Several freight members in the local have reported getting better representation from the union hall since the election. And the NLRB has ordered Yellow Freight to allow TDUers to hand out literature. Spirits are high in Atlanta and they are eagerly awaiting the TDU Convention to be held there Oct. 21-23.

San Diego

Organizing for change was the theme of the San Diego TDU Chapter meeting Feb. 21, attended by about 40 Southern California Teamsters. TDU Western organizer Doug Allan encouraged broad distribution of *Convoy Dispatch* as a means of spreading the word about rank and file reform of our union.

TDU International Steering Committee member and Local 278 BA Gail Sullivan spoke about shop floor organizing at UPS and fighting back against harassment.

San Diego Chapter members are looking forward to publishing a local newsletter.

Phoenix/Albuquerque

A new TDU chapter in Phoenix got off to a great start as 60 Teamsters attended an organizing meeting Feb. 27. All the major freight and carhaul barns were represented, and TDUers also attended from Flagstaff, Ariz., Barstow, Calif., and Las Vegas, Nev.

An enthusiastic steering committee of 15 was formed after the meeting and plans are already being made for an educational conference to be held in the near future.

The following day two TDU meetings were held in Albuquerque, N.M., drawing some 50 Teamsters to the year-old chapter. Reports were given by Albuquerque steering committee members and plans were made for organizing around TDU's current NMFA campaign. Considering the meetings in Denver and Cheyenne, it looks like TDU is catching fire in the Rocky Mountains. Teamsters in Joint Council 3 should watch for upcoming TDU meetings in your area.

Presser Trial Set for July 12

"General President Jackie Presser is chairman of the Teamsters Negotiating Committee and will lead this experienced team throughout the bargaining."

Teamster Magazine, February 1988, p. 2

"Jackie Presser is taking no active part whatsoever in the affairs of this union. His doctors won't allow it."

IBT General Counsel John Climaco, Cleveland federal court, Feb. 16, 1988

The trial of Jackie Presser, Harold Friedman and Tony Hughes for racketeering in the ghost employee scam, has been postponed until July 12. Presser's attorney, John Climaco, reports that he is too ill to appear in court and defend himself. The court has ordered an independent medical exam at Georgetown University.

Presser has taken up residence in Scottsdale, Ariz., where he occupies three suites at the plush, non-union La Posada resort (above). TDUers visiting the resort were informed the Casita Suites where Presser is residing go for a normal rate of $1,050 per night.

Who's paying the tab? We can only speculate. But Article V, Section 1, of the IBT Constitution states, "All expenses of the General President...shall be paid by the International Union." And Section 2 provides that he may, "for the purpose of preserving his health...take periodic rests. The General Executive Board shall provide for all expenses and allowances of the General President...when taking periodic rests."

When security guards at La Posada were asked about Presser's health, they replied, "Jackie's as healthy as a horse."

Grocery News

Standing 'O' for Local 138's White Rose Contract.

In December 1986, TDU members were elected to office in New York City Local 138. Over 350 employees of White Rose Foods are the latest beneficiaries of the democratic unionism that these officers have worked to build.

The new, concessions-free contract between White Rose and Local 138 provides for wage increases of 50, 50, and 62 1/2 cents per hour over three years. The progression system for new hires was improved by raising the starting wage and the increases given every three months until scale is reached in two years.

Employer contributions to the pension fund will be increased by $6, $7, and $8 per week, breaking a long-standing pattern, established by the former officers, of $2 per week increases. Another major issue, the imposition of production quotas, came about after White Rose and the former 138 officers rewrote the previous contract after it had been voted on. A lawsuit is in progress to stop the company from implementing the quotas, which were never voted on. Local 138 officials are optimistic that the outcome will be favorable.

Other contract improvements include increases in dental benefits, life insurance, a new premium pay schedule for certain classifications, check-off for participation in a credit union, an additional personal day, and an agreement that night-shift employees will be offered day-shift openings before new employees are hired. The employer's demand for drug testing was resisted, as it has been in all the contracts negotiated by the new Local 138 officers.

The TDUers' success in building rank and file participation, and in getting the best deal possible for the members, could be seen at the Jan. 31 contract meeting. The contract was ratified by 293-65, and the members present gave their officers a standing ovation for a job well done.

Kroger and Lucky Stores Bag Healthy Profits.

The next time Kroger asks for concessions, workers should be aware that company stockholders have just benefitted from record earnings. In the fiscal year which ended on Feb. 2, Kroger made an all-time high of $183.3 million in after-tax profits on stock. Sales went up 3.1% from the previous fiscal year, to $17.7 billion.

Lucky Stores isn't doing too badly, either. For the company's fiscal year ending Jan. 31, profits totaled $119.4 million – an increase of 140% from the previous fiscal year. Lucky chairman John Lillie called it "an outstanding year that began a new era in the history of Lucky Stores."

UPS and Downs

Faster Than a Speeding Snail...

Contract books are still not printed, seven months after "ratification." The only one we've seen is the Arizona Rider! Rumors are being spread by some officials that TDU's lawsuit has something to do with the delay. These same people will sell you a bridge in Brooklyn (cheap). The responsibility for the delay of these valuable documents rests solely with the IBT officials. You have a right, guaranteed by law, to a copy of your contract and all riders, upon requesting it of your local union. They have to photocopy it for you if it is not printed yet. Call TDU for details on enforcing your rights.

N.Y. UPSers Take Step for All UPSers on 'Overly Supervised.'

Local 804 UPSers in the White Plains, N.Y., center filed and won a group grievance in January under the new language of Article 37: "It is understood that the Company shall not overly supervise or unfairly coerce employees in the performance of their duties."

Center manager H. Kaufman told his workers during an AM meeting that "in 1988 who ever does not run scratch will become a target for me and my supervisors." An overwhelming majority of the drivers then signed a grievance initiated by steward Jim Reynolds. Kaufman's answer to the grievance was that "I stand corrected and apologize for any misunderstanding that took place."

This grievance is just the first of many, as members and local unions try to put some meat on the bones of the new language on harassment in the UPS agreement. The language is vague, and it is important that UPS Teamsters make use of it by filing grievances whenever drivers are overly supervised for not running scratch, and for all other forms of harassment.

65 mph Too Fast for Conditions.

UPS management used to tell feeder drivers that their rigs could not safely be driven over 55 miles per hour. Drivers were often given write-ups for driving too fast for conditions. Now that speed limits are being raised on many Interstate Highways, management will be aiming to establish new precedents. TDU is starting a survey on this problem, so please contact the TDU office about how management is handling this change in your area.

Southern Supervisor Learns the Hard Way.

In the meantime, drivers should beware of increased instability in lightly loaded or improperly balanced trailers, especially in double configurations. UPS does not weigh its trailers. Supervisors just estimate which trailer of a double pair is the heavier. Many supervisors claim it makes little difference which trailer is in front of a set of doubles. However, a supervisor in the Southern Conference got a quick conversion on a recent windy night while riding with a feeder driver. The wrong trailer had been hooked in the rear of a set of doubles and the ride was getting a bit wild. The supervisor instructed the driver to pull into a rest area, unhook the doubles and put the correct trailer in the rear position.

Greensboro UPSers Turn Out for Answers.

Local 391 members at the new, large hub in Greensboro, N.C., are guarding against any under-the-table deals that might slip by as UPS tries to establish conditions on the operation. Already management has challenged the long-established practice whereby feeder drivers can sign off for their meal period at the end of the last workday of the week, thereby getting home a little earlier. Drivers are concerned that other good practices will be challenged or bad practices introduced, especially since members do not yet have contract books. Therefore, before the February union meeting they printed up a list of questions to be answered at the meeting and urged all members to attend. Well, the members certainly responded: 102 showed up. Unfortunately, the union officials were not able to answer most of the questions. Hopefully, they'll do better at subsequent union meetings.

'Notable Quotes.'

Detroit Local 243 UPSers have published another edition of their scathing rank and file newsletter, *Right Idea*. From their "Notable Quotes" column comes these gems:

"If you sort 1,100 pieces per hour, we're gonna want 1,101."
UPS division manager Ron Hillyard

"I'd rather see UPS pushing men too hard than see UPS in bankruptcy court."
Unnamed Teamster official in the *N.Y. Times*, April 22, 1986

Philly Steward Wins Job, Loses Back Pay

We Need Innocent Until Proven Guilty

John Braxton
United Parcel Service
Local 623, Philadelphia

Innocent until proven guilty. It's such a basic part of our legal philosophy that most of us take it for granted. Two recent firings on Philadelphia preload, however, demonstrate again how important this concept is, and why we need to have it written into our grievance procedure.

Bill Regan, TDU member and shop steward on Philadelphia preload, was fired in December for telling part-timers that they were entitled to a one-hour lunch, not the half-hour lunch that management was giving them. When four part-timers stayed in the lunch room past 30 minutes, Bill was fired for allegedly organizing a so-called work stoppage. When the case went to the discharge panel with an arbitrator sitting in, he was given his job back but with no back pay—a seven week suspension costing him thousands of dollars. The same panel also brought back Carl Lorio, after eight weeks out for posting an offensive picture on the box line. If we had innocent until proven guilty in our grievance procedure, no arbitrator would have given such long suspensions, even if the employees were found to have been wrong. But because the employees had been out of work, the panel and arbitrator did not want to give them back pay for work they didn't perform.

There was a time when many Teamster contracts had the right to strike over grievances, but under our contract we can't. The firing of a shop steward for performing his job as the union representative is such a flagrant confrontation that direct action by the union is called for, not just waiting for the weak grievance procedure to take its course. But until we are well enough organized to carry out such actions, let's remember to insist on innocent until proven guilty in the next contract. If it's not there, we'll push the 53% "No" vote we got this time to the 67% needed to put it in.

Bill Regan's case is still pending before the National Labor Relations Board, and TDU attorney Chris Allamanno has intervened on Bill's behalf. Meanwhile, UPS is trying to force Bill and Carl to repay the money they collected from unemployment, which is only a portion of what their pay would have been. These cases are also pending appeal. In addition, grievances have been filed by employees who are being harassed for organizing around the one-hour lunch issue and Bill Regan's firing. The battle goes on!

Local 251 Clericals:

'Don't Tread on Us'

Sue Robinson
Local 251
E. Mass./R.I. TDU Steering Cmte.

Language in the new National Master UPS Agreement brings a number of clerical positions into the union. It was a substantial victory for us because it had long been a bone of contention in the New England area.

But a major problem developed when UPS mangagement told the union clerks that they were going to give the former non-union clerks retroactive union seniority—up to 15 years in one case. We all know nothing comes easily at UPS, but to have years of dues-paying loyalty wiped out at the whim of management was something we had to fight—no matter what.

We filed a grievance Nov. 19, 1987, supporting our position that the new union clerks maintain company seniority but that their union seniority be dovetailed after those clerks who had been paying dues all along. Our position was supported by past practice and contract language.

We demanded the rules of the panel from our BA to let the union know we were serious and would not let this issue be swept under the rug or dealt away. We built solidarity for the grievance throughout our building by letting everyone know what was going on. It was great to hear feeder and package car drivers, preloaders and carwashers all supporting us. This made our BA nervous, but calmed our nerves.

At the panel we were refused permission to hear the grievance being argued, but gained access to testify on our behalf. Later, one of the BAs told us we did a good job and that showing up at the hearing was one of the best decisons we had made.

We stuck together, we talked it up, we won the grievance! Don't tread on us, we've paid our dues!

VERIFICATION OF THE MAIL REFERENDUM
VOTE ON THE 1987 TEAMSTERS NATIONAL
UNITED PARCEL SERVICE AGREEMENT

Total number of ballots received at the designated Post Office Boxes on 8-17-87	66,526
Total number of ballots which were ruled void, and therefore not counted	1,151
Total number of ballots tabulated and counted	65,375
Total number of ballots tabulated and counted in favor of the Agreement	30,969
Total number of ballots tabulated and counted opposed to the Agreement	34,406

30, 1987
ate

Carl Rolnick
Carl Rolnick

Contract Quiz

Earlier we reported that Dan Darrow and the IBT falsely reported their own vote tally on the National UPS Agreement. Above is a copy of the verification of the vote signed by Carl Rolnick, who was hired by the IBT to oversee the count. It proves our claim that the actual vote was 34,406 "No" (53%) to 30,969 "Yes" (47%). Where did the IBT get its original (51% "No") numbers from? By adding to this tally the votes of two separate contracts at Locals 705 and 710, which are not part of the National UPS Agreement.

Disability Pay, Vesting Years, Breaks in Service

Dutchak Pension Lawsuit Reforms Central States Fund

Certain reforms that TDU has been fighting to get for years have been put into effect in the Central States Pension Plan, due to the final settlement of class-action litigation.

The suit, *Dutchak, Sullivan and Brock v. Fitzsimmons*, was a combination of numerous lawsuits filed against Central States in the mid-70s. The main issue covered by *Dutchak* was the fund's overly strict requirements for collecting a pension.

The settlement covers all Teamsters who have ever been participants in Central States. For many, it will mean an increase in their pension or monthly disability benefits. Some may be able to collect a pension who had been told before that they didn't qualify.

In a bulletin to local unions sent in December 1987, Central States listed the things they will have to do as a result of this settlement:

1. Increase monthly disability benefits by $10 or $15 (in some cases less).

2. Roll the vested pension provisions of the Central States Pension Plan back to 1955.

3. Recalculate breaks in service that started prior to 1976.

4. Redetermine the effective date of benefits of disabled participants to whom a late filing penalty was applied.

5. Pay 6% simple interest on all benefits paid under the settlement for retroactive periods.

These are very important changes. For example, before 1976 many Central States participants didn't qualify for a pension, even though they had over 10 years of service. Under the new settlement, those who had 10 years in the fund will qualify as being vested. This means you will be able to collect a pension from Central States, though it may be a small one.

Break-in-Service Change

The break-in-service rule change is just as important. Prior to passage of the Employee Retirement Income Security Act (ERISA) in 1976, Central States took away all your credits if you had a three-year break. The new settlement mandates that the break must be longer than your prior years of credit in order to cause a loss.

Unfortunately, our union officials haven't done a good job of publicizing the *Dutchak* settlement. Central States could have sent a mailing to everyone who is affected by this settlement, but they didn't. To our knowledge, most locals and joint councils have done little to tell their members about the settlement.

Copies of the Central States bulletin that summarizes this settlement are available from TDU. You can ask your local if they have a copy of the bulletin, or call Central States at 1-800-323-5000. If you think you have any chance of getting a better pension, it's worth giving them a call.

Central States Leaves Heart Patient in Lurch

Dr. Christiaan Barnard performed the first heart transplant operation Dec. 3, 1967, over a year before an American stepped on the moon. Since then, thousands of heart transplants have been performed, extending the lives of the recipients by months, years, and for some, more than a decade. So it came as a big surprise, and a financially devastating one, to Local 299 Teamster Ron Dudzic and his wife, Nancy, when the Central States Health and Welfare Fund denied their claim for benefits on Ron's transplant operation and post-operative care.

Ron was dying of congenital heart disease and was considered a good candidate for a transplant when the family received its first letter from Central States on Sept. 21 deferring a decision on his claim. Bureaucracies move slowly, but critical heart conditions run out of time fast. A suitable donor heart was located and Ron underwent surgery Oct. 8 at the University of Michigan.

Shocking Rejection

Three months later, the Dudzics received very shocking news. "I regret to inform you...that based on the specifics of your case, this procedure is considered experimental and therefore, not covered under the Plan," wrote Albert E. Nelson of the Central States Fund.

Ron's surgeon, Dr. Michael Deeb, told *Convoy Dispatch* that he was equally shocked. "He had the standard transplant. There was nothing experimental," Deeb said. "Over 85% of our patients go back to work and are fully functional."

Nancy said Ron expects to return to work. Although he is still quite thin, he is putting on body weight. "He went to the workout center with his son last night. He's been shoveling a little snow. His body's building up," she said.

So things are looking up for Ron and Nancy. If only they didn't have over $207,000 worth of medical bills, a tab that's still rising at the rate of over $1,200 a month for medicine and post-operative care. Michigan Medicaid has agreed to pick up some of the bills, but the Dudzics must still pay $870 a month "spend out." And of course there is the bitter irony of the $260 a month premium to Central States. Ron's disability pay ended six months ago and they are now drawing Social Security Benefits.

Major Carriers Pay

Pam Thiesen, a social worker on the transplant team at Henry Ford Hospital in Dearborn, Mich., said the major insurance companies, such as Prudential, Travelers, Aetna and Blue Cross/Blue Shield all pay heart transplant claims. Federal Medicare, however, pays benefits only to those hospitals that have had 14 patients survive two years post-transplant, she said. Although her hospital and the University of Michigan are not yet on the Medicare list, both have surpassed the requirements. The government doesn't want to pay either.

"How can they say that it's experimental when a person has lived for 17 years after a heart transplant?" Thiesen asked.

Tom Topski heads the Michigan chapter of the Children's Transplant Association. Topski has taken several cases like Ron's to court in recent years challenging the experimental clause of insurance policies—and won. He said the technology of transplant operations has greatly improved in recent years, but many insurance companies have not caught up.

"The experimental clause is a shield that they've been hiding under," Topski said. He expects the U.S. Department of Health and Human Services to make a ruling on such clauses soon.

In the meantime, people like the Dudzics are caught in a Catch 22. The surgery is no longer experimental, more and more heart transplant recipients are returning to productive lives, but for many, their insurance carriers are hiding behind the veil of experimentation, somewhere on the dark side of the moon.

Freight Contract Negotiations

continued from page 1

But we aren't children, and our pension is not a Christmas present, we've earned it.

5. So freight Teamsters will get the 20 cent per hour increase in payments into the benefit plans, you can bet on that. Bargaining in the contract negotiations is over the other aspects of the contract. And pension benefit levels are set by the trustees of the particular pension plan, not the contract.

It is high time Teamster pensions in many areas were upgraded, especially in Central States. Teamsters in Local 710 can get $2,000 at 30-and-out. Teamsters in the Western Conference can get higher benefits also. We expect an increase to be announced, of course, by Central States, at contract vote time. What we are aiming for is the maximum increase, to bring our pensions up to a livable standard and to provide some cost of living protection in them.

Attend Your Local Union Meeting

TDU Meets

Atlanta
Saturday, March 5 and
Saturday, April 2
7:30 p.m.
College Park Fire Department
Sullivan Road
College Park, Ga.

Billings, Mont.
Saturday, March 26
Time and place to be announced
Information: (313) 842-2600

Buffalo
Saturday, March 12
10:00 a.m.
Holiday Inn
Exit 3 (Niagara Falls) off I-290
Amherst, N.Y.

Delaware Valley
Freight Contract Meeting
Speakers:
Bob Romano, Local 107
Tom Cronin, President,
AFSCME Dist. Council 47
Sunday, March 20
11:30 a.m.–1:30 p.m.
1501 Cherry Street
Philadelphia, Pa.
Information: (215) 724-1571 or
(609) 478-2879

Mansfield, Ohio
Saturday, March 5
2:00 p.m.
Porter's Restaurant
Mt. Gilead, Ohio

Rochester, N.Y.
Saturday, March 12
2:00 p.m.
Location to be announced
Information: (718) 834-0631

St. Louis
Sunday, March 20
Noon
Amvets Post 88
8449 N. Broadway

Salt Lake City
Two Meetings:
Sunday, March 27
2:00 p.m.
Monday, March 28
10:00 a.m.
Elks Lodge
400 North and 544 West
400 N. Exit (Bountiful) off I-15
Salt Lake City

Southern Calif.
Meetings for Grocery
Teamsters
Saturday, March 12
Noon and 2:00 p.m.
Live Oak Inn
21700 Temescal Canyon Road
Corona, Calif.

Syracuse
Sunday, March 13
10:00 a.m.
Location to be announced
Information: (718) 834-0631

Utica, N.Y.
Sunday, March 13
3:00 p.m.
American Legion Post 1000
3454 Oneida Street
(off N.Y. Thruway Exit 31)
Chadwick, N.Y.

Outrageous Demands a Smokescreen to Guard Status Quo

The employers' proposals for the carhaul contract are detailed in this paper. But it's important to put them in perspective. They are an effort by management to take the offensive, to make members feel lucky to escape these new takeaways.

The most outrageous of the companies' demands are a smokescreen. The truth is they would think they died and went to heaven if we simply voted to continue the agreement we have now. Our present contract and enforcement mechanism has hardly slowed management down in attacking our conditions and whipsawing us against each other. So don't be too impressed if your BA says he'll never let them get 90% of their demands. We need to make major improvements for the members in this contract.

Management also is aiming to consolidate the gains they have been given by our top union officials through the grievance procedure over the last three years. For example, allowing them to bring in other subsidiaries to undercut existing conditions. And allowing them to play one local against another for traffic. We can also expect them to go after some specific groups of members who they may see as weak or isolated, or who may have superior conditions. For example, they want to eliminate completely many premiums enjoyed by some Eastern Conference members. And they have proposed massive cuts for carhaul owner-operators. They want flexible work weeks for all garage and yard personnel. "An injury to one is an injury to all" will need to be our watchword in 1988.

There is a disturbing, arrogant and aggressive tone to management's demands. Recently a rank and file member discussed the upcoming contract with Bruce Jackson, Leaseway's bumbling, but fast-rising hot shot. Jackson laughed it off when he was told that Teamster carhaulers were highly dissatisfied and that a strike was possible unless major improvements were made. Jackson and other managers have been sheltered from reality by a grievance machinery and a top union leadership that has failed to deal with the concerns of the members who haul the cars.

Rank and file members now face this challenge. We must convey a message to management, to our union negotiators and to the public. We won't settle for less than a decent contract that is enforceable. We spoke up in1985 with our 81% rejection vote. We don't want a strike in 1988. But we are not afraid of one. And we are ready to make it better and stronger than the last one. The sooner and the louder we convey that message the better off we'll be. The better prepared we are to strike, the less likely or the shorter it will be.

Seniority Provision May Help, May Be Another False Promise

The union has proposed a lengthy addition to Article 5, which would give members seniority rights when management threatens to bring in another subsidiary to haul traffic when members resist agreeing to cut-rate terms. Since 1985 this has happened in Wentzville, Detroit, Moraine, Selkirk, Nashville, Jacksonville and elsewhere.

The new clause would provide that, if a shipper switches work from one subsidiary to another in the same area, the active seniority lists would be dovetailed if the two terminals are merged. And that, if a new subsidiary is brought in to haul the traffic, the existing employees would have first preference for the work and that the existing local rider would be carried over to the new subsidiary.

This new language seems like a genuine improvement, just like the new language on subcontracting seemed like an improvement in 1985. However, there were many steps under the existing contract that our leaders could have taken to fight the giveaways during the last three years. New language alone will not change the fact that the union officials who rule over our grievance committees are not answerable to the members and are part of the problem not part of the solution. That's why the Carhaulers Contract Committee has advocated membership control over the grievance panels and restoration of the right to strike to restore respect for our union and our contract.

Union's Demands

continued from page 12

discipline for alleged refusal to accept dispatch; new language on moving expenses; weekend premium for hourly pay; a ten-hour limit on the forced workday, which can be unlimited for intra-state drivers in California; increase in extra pay on backhauls to one cent per-unit per-mile. The the union's position includes no specific proposals for yard workers who have been under an especially heavy attack in the West.

Monetary and benefits changes are mostly developed as talks proceed, but the Eastern demands include a good package of wage, holiday and vacation improvements.

They have called for the elimination of two-tier pay for hourly employees, for an increase in the shift differential to $1 per hour and a big increase in the mechanics' tool allowance. They have also proposed to end the frozen rate for "full-rate" backhauls. Also, voluntary overtime during layoffs.

Te East has also proposed that pension and health and welfare be paid on hours worked, with the extra payments to be banked for use in layoffs or early retirement.

There are many common proposals among the conferences. The East and Central/Southern (C/S) have joined the West in demanding severe restrictions on backhauls from terminals with layoffs or in the absence of agreements signed by both locals.

The Eastern Conference has proposed extending premium pay to all Eastern drivers required to work on weekends.

The C/S demands fall short in critical areas. For example, Eastern carhaulers have much better language to protect against mileage cuts, to grant unlimited leaves of absence for BAs, and for payment on filler loads. The C/S fails to demand equality on these issues. The C/S proposals do include many good changes in the rules and regulations. Deletion of C/S Article 61, Section 15 has been proposed because it's being used to illegally cut wages with no vote.

Owner-operators in the East propose to abolish the "ancillary charge," which the grievance panels have been unable to control. C/S has proposed less effective restrictions. Similarly, the East has asked to abolish the 10% deduction taken when they trip lease from another subsidiary of their company. The C/S merely tries to restrict the fee. Western Conference owner-operators have not even had a guaranteed minimum equipment rental and have asked to be brought up to national standards.

The **Office Workers Supplement,** which covers Michigan, makes many good proposals, including curbs on the abuse of part-time and casual workers, and deletion of language allowing the extension of the probation period beyond 30 days, an item overlooked in the overall C/S proposals.

Employers' Demands

continued from page 12

employers' Eastern Conference demands; it is expected others are similar.)

"Mandatory flex work week for all hourly employees." That means forced Saturday and Sunday work at straight-time pay. Also, Wednesday through Sunday work weeks.

Eliminate double time for holidays worked. Require to work day before and after to get holiday pay. Plus cut one holiday.

Cut vacation to one week until third year.

Freeze Yard Rates. "Provide for subcommittee to review pay structure with object to simplify entire pay structure. Driver wages to be decreased by a percentage equal to the percentage of cargo damage...Freeze mileage rates...modify to provide that company has the right to utilize drivers to perform other work while waiting at terminal as a result of delay."

load swaps...mandatory multiple trip dispatches... Cause for discharge, amend to add: 1.Unauthorized use of company equipment; 2. Verbal assault. ...Clarify that work refusal constitutes a voluntary quit...Eliminate stewards pay."

Wholesale Cuts for Owner-Operators. Management's proposals would pay only 65% of tolls and only 35% of highway-use tax. They would require owner-operators to purchase bobtail insurance and deny them compensation for delays, frost law load reductions and forced deadhead miles. Pay for the shortest leg of backhauls would be 55% of revenue. "Company can charge a reasonable handling fee when inter-company paper work is involved." And management wants to "set the allocation between wages and trailer(?) rental."

Eliminate Eastern Premiums

The employers are proposing total elimination of Article 39, which gives members superior protections when backhauling. They also propose to delete all premium pay now earned by some drivers for weekend work. They also want to reduce the Eastern to the substandard "filler load" language of the Central/Southern. And to eliminate the requirement of local union agreement before mileages are cut (Article 48, Section 9). They want to eliminate the one-day Christmas bonus. And the provision for mountain and congestion additives in local riders.

"Mandatory drug and alcohol testing during the recurrent DOT physicals."

Weaken "equalization" of backhaul traffic between terminals: "Employers may make some dispatches into and out of areas where employees are currently on layoff. It is the expressed intent of the parties that these loads be equally allocated to the greatest possible extent."

Attack members' rights. "Rewrite language to provide for mandatory deadhead without prior agreement with union...to provide for mandatory

CARHAUL CONTRACT BULLETIN

Yard, Garage, Office, Drivers, Rail

Teamsters for a Democratic Union, Box 10128, Detroit, MI 48210 (313) 842-2600

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March 1988

Time for Rank and File Solidarity

Employers Demand More Concessions

Open Season on Cut Rates. In Article 2, Section 9, for hourly employees and Article 22, Section 2b for drivers, refering to cuts in mileage rates or hourly pay, "In event the affected membership rejects the terms and conditions of such agreement, the Employer shall be permitted to offer such work to laid-off employees on a voluntary basis and/or to employ new employees who shall be limited to work falling within such competitive agreement."

Extend two-tier pay for new hires to all personnel, not just hourly: 70% first year, 80% second, 90% third. (We need to eliminate all substandard pay, not extend it.

More Restrictions on Local Riders. The union has the right to strike over local riders after a deadlock at the Joint Area Committee. Article 2, Section 7. The employer wants to eliminate it.

Retraining instead of discipline for cargo damage to be offered "if and only if such retraining is made available by Employer."

Weakened seniority protections by limiting retention of seniority to "three year layoff or an amount equal to the employee's seniority whatever is less." And by requiring new physicals and driving record qualification for members to get seniority protection under Article 5. Under the supplements they also want forced transfers to other terminals for laid-off drivers and an end to the 30-day trial period for such transfers.

Weakened subcontracting protection for mechanics under Article 33, Section 2. Plus new loopholes in Article 22: "The National Joint Arbitration Committee shall be authorized to implement such procedural rules as a necessary for the purpose of implementing the provisions of this section." And on Sleeper Cab Operations, Article 34: "In event an employer establishes a Sleeper Cab operation and applies a term and condition set forth in an applicable Supplemental Agreement, such terms and conditions need not be approved by the affected membership."

Supplements

(*Note:* These are taken from the

contined on page 11

Your Ballot for a Good Contract

You want a contract that provides jobs, justice, equality. You want a watchdog ready to go to court to assure a fair vote count. You want accurate, up-to-date information on the negotiations.

TDU works for you, but we cannot do these things without the support of concerned Teamsters. Join us today, for a better contract and a better future. You're counting on us, and we're counting on you.

Join TDU

Name_____ Local Union #_____
(please print)

Address _____

City_____ State or Province_____ Zip_____

Phone ( ) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other_____

____$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

____$75 three year membership fee. ($10 of this shall be rebated to the local chapter.)

____$15 for spouses; retirees; & Teamsters who gross less than $12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: #_____ Exp. date____/____

Date_____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Union Demands on Table

The union's bargaining position is divided into sections. TDU has already distributed them to activists in many terminals. If you cannot obtain them from your local union or from a member where you work, contact the TDU office.

A program to reform our contract has been prepared by the Carhaulers Contract Committee. Many of those demands have been included in the union's position. But many critical ones have not. A copy may be obtained from the TDU office.

The national agreement covers all carhaulers and is composed of the first 35 articles in every contract book. Many provisions of the union's demands for the national agreement say, "Additional language to strengthen and improve this section being prepared by the legal department." This leaves much room for improvement in the union's proposals. But we can't afford to leave it to the legal department. They are the folks who promised us that the last contract contained new protection from double-breasting, which then became the single biggest weakness in the contract. "To be renegotiated" is the union's only comment on Article 22, which has been distorted to whipsaw local against local. That is not nearly good enough.

The national agreement also contains the single most important element of this contract—the grievance procedure. This procedure has failed. From the routine denial of pay due to members...to the wholesale cutting of mileages...the unfair discharges...the deadlocked discussions on local riders and work rules. We know many proposals were submitted to improve the grievance procedure. We know members responded in the survey that it was functioning poorly. Therefore, it is very disappointing that the only improvements proposed in our grievance procedure are trivial.

It has also been proposed that members through their locals should retain the right to strike over deadlocked local rider negotiations. But the union has proposed no change in this provision.

The union has made a good proposal for strengthening our seniority, which may also give us a handle to fight double-breasting and whipsawing. (See "Seniority Provision," page 11.)

Teamsters in Heavy Truck Driveaway have faced a furious attack. Members have responded with many good proposals. We will summarize these in a special bulletin.

Western Conference carhaulers have historically operated on a running-mile basis for drivers, contrasted with a loaded-mile pay for Central, Southern and Eastern carhaulers. But in 1985 when management negotiators made a deliberate play to "bribe" Western carhaulers to vote yes despite massive cuts in the East, solidarity won out.

This year many rank and file proposals are included in the union's position. Some major ones are: deletion of a clause added in 1985 allowing

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The Union's Proposals

The union's proposals for the carhaul contract include many good and important demands, particularly at the conference level. Most of these came through members and their local unions. But there are also glaring lapses. This is a national contract, dealing with national corporations. There is no sign of an overall strategy that strengthens the power of the members and their locals to defeat management's divide-and-conquer efforts.

Although the February issue of *Teamster* magazine carried a two-page spread, it also told the members few facts. It reported on a meeting last Dec. 15 to "evaluate the proposals for changes in contract langauge." Quoting union vice president Walter Shea, who heads the negotiations, it said, "there would be tough negotiations ahead due to inflationary pressures on health and welfare plans." Does that really rate highly as the reason that carhaul negotiations will be tough? How about double-breasting? How about management whipsawing members and locals against each other? How about employers who have contempt for the union?

Reporting on the survey of carhaul members, the article failed to note they were due back two days **after** the December meeting. It also failed to report a single conclusion from the survey, in particular the response to this question: "How adequately do you feel the grievance procedure is functioning?"

The union's bargaining position is a beginning. But it is not nearly good enough. Rank and file carhaulers need to speak up clearly so our union and our employers know we are determined and will not be divided.